

Non-Discrimination & Equal Opportunity Policy

Approved policy

Effective Date: October 24, 2026

Last Reviewed: October 24, 2026

Review Frequency: Annually

Purpose

Brooke House Academy is committed to maintaining a safe, respectful and inclusive educational environment in which all students have the opportunity to develop academically, athletically and personally.

The academy recognizes the importance of equal opportunity, dignity, fairness and respect throughout its educational and soccer development programs.

Non-Discrimination Statement

Brooke House Academy prohibits unlawful discrimination, harassment and retaliation in its educational programs, services and activities.

The academy does not discriminate on the basis of race, color or national origin in accordance with Title VI of the Civil Rights Act of 1964 and applicable Florida law.

BHA is committed to treating students and families fairly and respectfully, including in matters involving:

- Admissions and enrollment.
- Academic participation and educational opportunities.
- Soccer training and athletic development.
- Student discipline and behavioural expectations.
- Access to school programs and activities.
- Parent and student communication.

Additional protections will be observed where required by applicable law.

Equal Opportunity in Education and Soccer

BHA is committed to providing students with fair access to its academic and athletic development opportunities.

Decisions concerning student discipline, academic support and participation in school activities will be based on legitimate educational, behavioural, safety and operational considerations.

Soccer team selection, playing time and competitive opportunities may be determined by relevant sporting considerations, including ability, performance, attendance, commitment, conduct and team requirements.

Such decisions must not involve unlawful discrimination.

Harassment and Discriminatory Conduct

BHA prohibits discriminatory harassment, including:

- Racist or discriminatory language.
- Targeted intimidation or humiliation.
- Threatening or abusive conduct based on protected characteristics.
- Discriminatory bullying or exclusion.
- Retaliation against individuals who report concerns in good faith.

Allegations will be addressed under the academy's applicable safeguarding, anti-bullying and disciplinary procedures.

Students with Disabilities

Brooke House Academy recognizes that students may have individual educational or support needs.

Families are encouraged to discuss relevant needs with academy leadership during enrollment and throughout attendance.

BHA will comply with applicable disability-related legal obligations and will communicate the services, accommodations and support arrangements it is able and required to provide.

Enrollment at a private school may involve different special education rights and services from those available through public school enrollment. Applicable disclosures will be provided to parents.

Reporting Concerns

Students, parents and guardians who believe discrimination or harassment has occurred are encouraged to report the matter promptly.

Reporting Contact:

Executive Director
Brooke House Academy
executivedirector@brookehouseacademy.com

Concerns involving the Executive Director may be referred to an appropriately designated alternative school representative or relevant external authority.

BHA will review reports fairly, consider available evidence and take appropriate action.

Protection Against Retaliation

BHA prohibits retaliation against students, parents, employees or other individuals who make good-faith reports of unlawful discrimination or participate in an investigation.

Policy Enforcement

Violations may result in corrective action, disciplinary measures, suspension, termination of employment or expulsion, as appropriate and consistent with applicable policies and legal requirements.

Policy Review

This policy applies to all Brooke House Academy campuses and will be reviewed periodically to ensure continued compliance with applicable requirements.

Brooke House Academy is committed to providing an educational environment built upon respect, fairness, opportunity and accountability.

Policy Authority: Executive Director

Applicable Campuses: Jacksonville, Maitland and Tampa, Florida

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